Ministry of Foreign Affairs

Activity: Women Empowerment (25-0002079)

Id	25-0002079
Date	14-11-2025
SAP application number	

Contents

Key data **3**

Activity basics 3

Activity details 3

Accounting data 3

Policy data **4**

Beneficiary location **5**

Policy Appraisal **6**

Policy relevance 6

Rationale 6

Contextual analysis 6

Additional remarks (if applicable) 7

Results **8**

Women's Rights and Gender Equality 8

Human Rights (MDIR) 8

Monitoring and evaluation **9**

Monitoring 9

Finance **10**

Budget breakdown 10

Earmarking 11

Prepayments 11

Key data

Activity basics

Type	Standard
Short name	Women Empowerment
Contract party	Social Change Assistance Trust (30069736)
ODA	Yes
Amount and Currency	823537 ZAR
Amount EUR	41679.97
Start date	01-10-2025
End date	30-09-2026
Full name	Women’s social and economic empowerment
Summary	The project seeks to empower women from rural communities who work in community-based organisations (CBOs). This initiative addresses two key challenges, the underrepresentation of women in leadership positions within rural community-based organisations (CBOs) and the limited economic opportunities available to women in these areas. Through targeted leadership development and skills enhancement, the programme will equip participants with the confidence, knowledge, and networks necessary to advance their leadership journeys and access broader economic opportunities. Objectives •Enhance leadership capabilities and confidence of women working in rural CBOs •Document and amplify women's leadership journeys through narrative development •Facilitate networking opportunities among women leaders •Increase access to economic opportunities through skill development and network expansion Geographical location: Eastern Cape, Free State, Limpopo, Northern Cape and Western Cape.

Activity details

Date of receipt of proposal	16-09-2025
Proposal’s reference number	
Budget holder	Ambassade Pretoria (8221PRE)
Limit access	No
Related activity	Women economic empowerment

Accounting data

SAP application number	
Funds center	PRE Human Rights Fund ODA contributions (0501U02040053)

Policy data

Cooperation modality	Project support
Technical assistance	0% of the activity budget
CRS code	15180 Ending violence against women and girls
Policy Keywords	
Refugees & host communities	Yes
Team Europe Initiative	Yes
Policy Markers	
__Trade & The Economy	Significant
_Security & Stability	Significant
Biodiversity	Not targeted
Climate change: adaptation	Significant
Climate change: mitigation	Significant
Desertification	Not targeted
Equality between men & women	Principal
Migration	Significant
Good Governance / participation	Significant
Human rights	Principal
Literacy and access to information	Significant
Skills development	Principal
Explain your choices	Through targeted leadership development and skills enhancement, the programme will equip participants with the confidence, knowledge, and networks necessary to advance their leadership journeys and access broader economic opportunities.

Beneficiary location

Beneficiary location	Country
Country	South Africa
Location type	Province
Specific location	Eastern Cape, Free State, Limpopo, Northern Cape, Western Cape

Policy Appraisal

Policy relevance

- What policy objectives, as set out in the annual plan, policy notes etc., will this activity contribute to?

The embassy Multi Annual plan includes a focus on the rights of women, which this activity aligns with. Social justice on prevention of gender based violence is key to diminishing the high levels of violence against women. This is a priority for the Netherlands and South Africa and aligns well with the priorities of the Sustainable Development Goals number 5 Gender Equality and Goal 3 Good health and wellbeing.

Rationale

- What issue/problem will be addressed by the activity

Women in South Africa continue to face deeply entrenched social, economic, and structural inequalities, despite progressive legislation and constitutional guarantees of gender equality. Poverty in South Africa has a distinctly gendered face: women are more likely to be unemployed, earn less than men for the same work, and shoulder the disproportionate burden of unpaid care and household responsibilities. According to recent labour data, women's unemployment remains significantly higher than men's, with young women in rural areas among the hardest hit.

Economic inequality intersects with race, geography, and education, leaving Black rural women at the greatest disadvantage. Many women are concentrated in the informal economy, such as domestic work, small-scale trading, and subsistence agriculture, where earnings are low, job security is limited, and social protection is often absent. This economic precarity undermines women's ability to accumulate assets, access financial services, or benefit from opportunities in more formalised sectors.

Women also continue to face structural barriers such as limited access to land, credit, and productive resources, despite their critical role in agriculture and community development. Gender-based violence (GBV) remains pervasive, restricting women's freedom, safety, and participation in public and economic life. At the same time, women are expected to sustain families and communities in contexts of high unemployment, climate change impacts, and weakening public services.

Yet, women are also central agents of change. Across South Africa, women are leading community-based initiatives, building informal safety nets, and driving locally led responses to poverty and climate change. Unlocking women's economic potential is not only a matter of justice but also a proven pathway to broader social and economic resilience. Evidence shows that when women earn and control income, households are more food-secure, children are more likely to attend school, and communities are more cohesive.

- Why does the activity help to address the issue/problem?

The project builds on these realities, seeking to redress structural inequalities while investing in women's skills, agency, and access to resources. Women's economic empowerment in South Africa is both urgent and transformative, an essential step toward inclusive and sustainable development.

The Women in Leadership Programme is designed to empower women from rural communities who work in community-based organisations (CBOs). This initiative addresses two key challenges: the underrepresentation of women in leadership positions within rural community-based organisations (CBOs) and the limited economic opportunities available to women in these areas. Through targeted leadership development and skills enhancement, the programme will equip participants with the confidence, knowledge, and networks necessary to advance their leadership journeys and access broader economic opportunities.

Contextual analysis

- Who is/are the target group(s) and why?

15-20 women from rural areas who:
•Currently work with community-based organizations
•Demonstrate leadership potential but face structural barriers
•Represent diverse rural communities in the provinces where SCAT works.
•Have basic digital literacy for online participation and the ability to connect for online sessions.

- Who are the other main stakeholders?

Rural women, Local Development Agencies
SCAT's primary focus is on rural CBOs, which are referred to as local development agencies (LDAs). These LDAs often operate as community advice offices, centering their efforts on protecting and promoting human rights and facilitating access to justice. However, they extend beyond the scope of providing advice by raising awareness about human rights and engaging in

programmes to create awareness of GBV and GBV prevention, climate justice, and collaborating with local government to improve service delivery. They also monitor government services to benefit their constituents.

- To what extent have stakeholders been involved in formulating the proposal?

SCAT Programme Officers meet with the LDAs on-site between two and three times per year. Additionally, LDAs participate in workshops organised by the Programme Team. These workshops address the capacity development needs of the LDAs in organisational management or specific content areas, such as GBV and climate change. They learn from the LDAs about the areas of capacity building needed for their organisations.

- Is the intervention aimed at a specific geographical location, and if so, why?

The project will be implemented in Eastern Cape, Free State, Limpopo, Northern Cape, Western Cape. This is because rural poor in South Africa continue to face systemic inequality, government neglect, and climate risks. Despite constitutional guarantees, rural communities remain marginalised from decision-making and often lack reliable access to essential services, such as clean water, justice, and local government support. According to StatsSA (2020 media release), over 88% of children in rural areas live in multidimensional poverty, especially in provinces such as the Eastern Cape, KwaZulu-Natal, and Limpopo.

Rural and marginalised communities in South Africa face deep structural challenges, including poverty, unemployment, inequality, climate vulnerability, and weak local governance. These challenges are compounded by declining public trust in government, corruption, and reduced access to development resources. Left unaddressed, these factors erode social cohesion and perpetuate cycles of exclusion and poverty.

Climate change is increasingly destabilising rural livelihoods. Severe droughts and floods have worsened over the past year, especially in provinces such as the Eastern Cape, KwaZulu-Natal, and Limpopo, exacerbating food insecurity. Rural food insecurity is much higher than urban food insecurity due to limited access to resources and infrastructure.

Additional remarks (if applicable)

Results

Women's Rights and Gender Equality

Women's Participation and Leadership

SDG target(s): 5, 16 Short description: The enabling environment is strengthened to promote women's voice, agency, leadership and representative participation in decision-making processes in public, private and civic sphere

Indicators

WRG019. # of individuals (female) with improved attitudes and practices towards women's voice, agency, leadership and representative participation in decision-making processes
Measurements: Target: 20

Women's Economic Empowerment

SDG target(s): 1, 2, 4, 5, 8 and 10 Short description: The enabling environment is strengthened to promote women's economic rights and empowerment and to encourage female entrepreneurship.

Indicators

WRG030. # individuals (female) with improved attitudes and practices on women's economic rights, empowerment and entrepreneurship
Measurements: Target: 20

Human Rights (MDIR)

The Human Rights Policy Framework serves the following three objectives:

1) Preventing and protecting against human rights violations, prosecuting those responsible and holding violators to account
2) Fighting democratic backsliding and strengthening the rule of law
3) Promoting the development of the international legal order (in accordance with Article 90 of the Constitution)

Monitoring and evaluation

Monitoring
Refer to DOCUMENT MINBUZA-2025.2554078 SCAT Proposal BZ-2025.12918 UNCLASSIFIED, NO MARKING 16-09-2025 at 00:25

- Specify what reporting information is required for this activity, based on the activity analysis decision tree (see Help).

Success will be measured through:
•Pre and post programme assessments of leadership confidence and skills
•Quality of leadership stories developed
•Number of new initiatives launched by participants
•Expanded networks and economic opportunities accessed
•Participant feedback and testimonials
•Tracking of programme alumni and their advancement since attending the programme.
•Number of participants who remain in the programme without dropping out or taking a break.
The embassy policy officer will attend at least two of the events organized by the partner related to the project as a means of verification. Update meetings will be organised and the annual narrative and financial reports will be assessed to track progress.

Finance

Budget breakdown

Budget included in DOCUMENT MINBUZA-2025.2618841 SCAT Proposal BZ-2025.12918 UNCLASSIFIED, NO MARKING 03-11-2025 at 14:02

2.9 Detailed Project Budget to the Dutch Embassy

				Budget 2025
Income				**823 537**
Dutch Embassy				782 360
Interest				41 177
Workshops: Women in leadership module 1		Rate	Unit	547 753
SCAT Programme Officers	10 days preparation x 3 Programme Officers + 5 days facilitation x 3 + 2 days reporting	2735	47	128 545
Logistics	5 days preparation + 3 days workshop	1500	8	12 000
Travel	16 participants (flights and road travel to airports)	4 500	16	72 000
Food	16 participants + 2 facilitators +1 administrator @ R550 per day x 5 days	550	72	39 600
Per diem	R169 per night	169	72	12 168
Accommodation	16 participants x 2 nights @R1500 per night and 2 facilitators	1 500	72	108 000
Stationery	Per person @ 16 pp	165	16	2 640
Life coaching for women leaders	Per person @ 16 pp	10 800	16	172 800
On site mentoring and support to women in leadership		Rate	Unit	193 784
SCAT Programme Officers	16 days visits including travel + 16 days prep and reports	2 735	48	131 280
Flights	3 flights @R4200 per flight plus shuttle	4 200	3	12 600
Hire cars	16 visits @ R1200 per day	1 200	16	19 200
Meals	16 days @R550 per day	550	16	8 800
Per diems	16 @R169 per day	169	16	2 704
Accommodation	16 visits @R1200 per day	1 200	16	19 200
Administration	10% of total budget			82 000
SCAT office				35 000
Communications				21 000
Bank charges				11 000
Financial report				15 000
Total				**823 537**

- Include an overview of the activity budget, including overhead costs.
- Is the budget arithmetically correct?

Yes

- Are the amounts/rates in the budget acceptable?

Yes

- Briefly explain the structure of the budget.

The budget will support implementation of the following activities
- Leadership Skills Development
-Wellness for leaders

- Online Learning Component
- Leadership Storytelling Workshop

- Are overheads proportional to outputs? What is included? What is recharged?

Yes, overheads are proportional to outputs as per the budget above.

- Is implementation conditional on the budget being amended in an inception phase? (Specify the requirements that the budget must satisfy and the date by which the budget must be amended)

There is no need for the budget to be amended. The budget has been agreed on.

Earmarking

- Is the Dutch contribution to the programme earmarked (i.e. reserved for a specific purpose)? If so, specify the reasons why.

No. The activity is fully funded by the Embassy.

Prepayments

- Based on the prepayment decision tree (see Help), do the payments need to be entered as prepayments and why? In the case of a lump sum, assess this against the applicable criteria and give the reasons for your choice.
- What is the maximum percentage that can be paid as prepayment, and why?
- Which are the reporting obligations on the basis of which prepayments can be closed?

95% of year 1 ZAR782,360,15. Final payment 5% of total budget, ZAR41,176.85 will be paid after approval of the final narrative and financial reports.

Date milestone payment	Currency and amount milestone payment
1 November 2025 - signing of contract	ZAR782,360,15
31 October 2026 - Approval of final reports	ZAR41,176.85
Total	ZAR823,537